1966

Report of Faculty Welfare Committee, April 28, 1966, Part II, Benefits to Family of Faculty member who Retires or Dies in Service (Reconsideration of Resolution No. 65), (Appendix to the report attached for your information)

University of Rhode Island Faculty Senate

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UNIVERSITY OF RHODE ISLAND
FACULTY SENATE

RESOLUTION

Approved by the Faculty Senate

TO: President Francis H. Horn
FROM: Chairman of the Faculty Senate

1. The attached RESOLUTION, titled Report of Faculty Welfare Committee, April 28, 1966, Part II, Benefits to Family of Faculty Member who Retires or Dies in Service (Reconsideration of Resolution No. 65), (Appendix to the report, attached for your information), is forwarded for your consideration.

2. The original and two copies for your use are included.

3. This RESOLUTION was approved by vote of the Faculty Senate on May 26, 1966.

4. After considering this resolution, will you please indicate your approval, disapproval or other comment and return the endorsement below.

   June 7, 1966
   (date)

   [Signature]
   Chairman of the Faculty Senate

ENDORSEMENT TO: Chairman of the Faculty Senate
FROM: The University President

1. Returned.

2. Approved_____. Disapproved_____. Other (explanation attached)_____.
   (date)
   [Signature]
   President


Original received and forwarded to the Secretary of the Senate and Registrar for filing in the Archives of the University.

   (date)
   [Signature]
   Chairman of the Faculty Senate

Form approved 11/65
Report of Faculty Welfare Committee

April 28, 1966

I. Blood Bank Program at South County Hospital

Recommendation

The committee recommends that the Senate request the administration to cooperate with South County Hospital in the establishment of a blood bank group at the University of Rhode Island to include faculty, staff, and administration.

Comments

South County Hospital expects to start a Blood Bank in June of this year. At present the hospital has a blood-donor program and does not charge for blood. However, it is the feeling of Mr. Donald Ford, the hospital's administrator, that after the initiation of the Blood Bank, all persons not belonging to the Bank will be charged two units of blood for each one provided by the hospital.

The Bank will serve only groups, not individuals. The family of each member, however, will be covered, and it is not necessary for each member to be able to give blood as long as the group is willing to cover him. The administration of the plan will be within the group itself. When blood is needed, the hospital will contact the group coordinator; the required quantity of blood must then be supplied from the group as a whole. The operation of the plan is thus similar to the blood-donor system we have now.

For the present the Bank will be confined to South County Hospital. For nationwide coverage the hospital must apply to the American Association of Blood Banks. This requires a minimum of one year of operation before application and, considering the size of the hospital and the amount of blood it uses, it may not apply. The extent of cooperation among other hospitals in Rhode Island would have to be arrived at through negotiations between South County Hospital and other hospitals.

II. Benefits to Family of Faculty Member who Retires or Dies in Service (Reconsideration)

Recommendation

The committee recommends adoption of the following resolution which is modified from that endorsed by the Senate on May 20, 1965 and which was returned to the committee for additional information at the President's request:
Benefits (such as stipulated in Section 1.04.8 of the University Manual) available to the immediate family of a faculty member in active service, should also be made available to the family of a faculty member, on tenure and with at least seven years service, who retires, is permanently disabled or dies while in service.

Comments

As requested by the President, in order to get some idea of the number of children of faculty who might have to be educated under this plan, the committee asked Prof. C. H. Brainard to study the problem. A detailed statistical analysis of the faculty was made which indicated that, on the average over a ten-year period, one child per year would have to be supported by this plan, due to retirement, permanent disability or death of a faculty member. The committee is indebted to Prof. Brainard for his careful and time-consuming effort on this project.

Considering the situation at the University of Rhode Island over the past ten years, the recollection of committee members is that the number fell well below the above figure.

Stanley I. Berger
Donald B. Burns
Walter J. Gray
Walter C. Mueller
Constance M. Palmer
Norris P. Wood
Leonard R. Worthen
A. Ralph Thompson, Chairman

ART:cs
Report of Faculty Welfare Committee

AGE DISTRIBUTION OF URI FACULTY
(Male)* - 1965

* Female omitted for following reasons:
(1) Many unmarried.
(2) If married, in many cases, husband also on faculty and benefit available on his death.

MORTALITY, CHILDREN UNDER 22, AND OTHER DATA PERTAINING TO URI FACULTY (MALE)

I. Average Group Mortality

<table>
<thead>
<tr>
<th>Age</th>
<th>n</th>
<th>x</th>
<th>p</th>
<th>( r )</th>
</tr>
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<tbody>
<tr>
<td>30-34</td>
<td>61</td>
<td>0.0023</td>
<td>0.14</td>
<td></td>
</tr>
<tr>
<td>35-39</td>
<td>96</td>
<td>0.0028</td>
<td>0.27</td>
<td></td>
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<tr>
<td>40-44</td>
<td>28</td>
<td>0.0042</td>
<td>0.12</td>
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<tr>
<td>45-49</td>
<td>51</td>
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<td>0.33</td>
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</tr>
<tr>
<td>50-54</td>
<td>37</td>
<td>0.0100</td>
<td>0.37</td>
<td></td>
</tr>
<tr>
<td>55-59</td>
<td>25</td>
<td>0.0155</td>
<td>0.39</td>
<td></td>
</tr>
</tbody>
</table>

\( \text{Average deaths/year} \equiv \frac{1.62}{1000} = 0.00054 \)

NOTE: Age groups 25-29 and 60-65 omitted - the former would not have tenure and the latter (on average) would not have children under 22. Looking toward a 10-year projection, as the large group 35-39 (96) moves forward 10 years (See Bar Chart), the average age of faculty will increase. To be conservative, the average 10-year mortality "p" should be adjusted for about 6/1000 or 0.006.

For Faculty Welfare Committee
by CHB 4-7-66
II. Average Size of Faculty - 1965-1975

Assuming a 2% rate of growth in faculty over next 10 years, the male faculty in 1975 would number about 365 \[298 \times (1 + 0.02)^{10} = 365\] in the age brackets of concern to this study. Eliminating faculty ineligible for the proposed benefit by reason of lack of tenure, and on the basis of a 2% rate, the average group "at risk" over the next 10 years would be about 320.

III. Average Number of Children Per Faculty Family

The URI faculty family unit may be atypical, but using latest U.S. population data, there would be 1.6 children under 22 per average male faculty member.

IV. Estimate of Number of Children to be Educated by Reason of Faculty Deaths - 10-Year Projection

A. Av. Size of "Insured" Group = 320 = n  
B. Av. Mortality " = 0.006 = p  
C. At 1.6 children per death, URI's "liability" for education would be incurred at the rate of 3 children a Year. (1.92 x 1.60 = 3.07 = 3.0).
D. Thus, over a period of 10 years, URI would assume responsibility for about 30 faculty children in the aggregate. Because the mortality is highest where children are already at college age, a considerable part of URI's commitment would be discharged on a current basis, i.e., the "backlog" would not become burdensome. At the 10th year for example, the record would probably show: (1) 13 in college; (2) 9 already graduated; (3) "backlog" 8 - - TOTAL: 30. (The displacement would therefore be - 10th year - about 1/4 of 1%).

Conclusion

Assuming those children in college at the time of a father's death, disability or retirement would be allowed to finish on the present basis, and those already graduated would not be involved, the only concern is with the backlog of approximately one child per year.

This figure would certainly represent a maximum, especially if no faculty member with less than seven years' service would be eligible for benefits.

For Faculty Welfare Committee  
by CHB 4-7-66